

## STATE PERSONNEL SYSTEM HIGHLIGHTS

	Statewide	Higher Education	General Government
Number of State Personnel System Employees*	31,548	9,725	21,823
Average Age of State Personnel System Employees	45.6	46.5	45.2
Average Length of Service of State Personnel System Employees	9.8	10	9.7
Average Annual Salary of State Personnel System Employees	\$45,268	\$37,395	\$48,777
Percent Minorities of State Personnel System Employees	26.1%	28.0%	25.2%
Percent Females of State Personnel System Employees	49.1%	60.7%	43.9%
Percent of State Personnel System Employees Eligible to Retire within the Next Five Years **	28.2%	30.1%	27.5%
Annual Turnover Rate (FY 02-03)***	11.4%	12.1%	11.2%
Full-Time, Non-State Personnel System Employees****	18,365	15,117	3,248
Part-Time, Non-State Personnel System Employees	33,073	31,955	1,118
Employees Eligible for Benefits (2/2004) *****	36,143	9,902	26,241
Employees Enrolled in Medical Benefits (2/2004)	23,701	4,941	18,760
Employees Enrolled for Dental Benefits (2/2004)	28,980	6,114	22,866

**\* Definition of an employee of the state personnel system:**

- Often referred to as "a state classified employee" or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

**\*\* Retirement data is updated annually.**

**\*\*\* Definition of turnover for employees in the state personnel system:**

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements;
- Deaths, and;
- Does not include employees who transfer from one department to another.

**\*\*\*\*** Data provided for non-state personnel system employees is derived from a file compiled by the Payroll Unit of the Department of Personnel & Administration called, "PAYCHECK REPORT" February FY 2004. This report is generated from the CPPS payroll system, which pays state employees. It is a snapshot of the number of checks that were issued to state employees. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month, i.e., for a discretionary pay differential. This data may also include temporary employees.

**\*\*\*\*\* Benefits:**

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit. Report name: "Sum 102: Counts of Benefits Enrollments by Org ID" and "Sum 109: Detailed Eligibility Summary by Org ID."
- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.
- Data do include employees who may have been terminated up to one month prior to termination.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Annual Salary	Average Age	Years of Service
DEPT OF AGRICULTURE	234	\$49,229	47.7	12.2
DEPT OF CORRECTIONS	5,348	\$46,651	43.9	7.9
DEPT OF EDUCATION	155	\$40,968	46.8	9.9
DEPT OF HEALTH CARE POLICY & FINANCE	184	\$56,675	44.4	5.7
DEPT OF HUMAN SERVICES	5,053	\$44,429	45.4	9.4
DEPT OF LABOR & EMPLOYMENT	1,101	\$50,372	47.6	10.5
DEPT OF LAW	133	\$48,709	47.3	9.0
DEPT OF LOCAL AFFAIRS	156	\$57,594	47.1	9.4
DEPT OF MILITARY & VETERANS AFFAIRS	100	\$46,143	48.3	6.6
DEPT OF NATURAL RESOURCES	1,359	\$55,412	45.2	12.1
DEPT OF PERSONNEL & ADMINISTRATION	512	\$51,864	46.2	11.1
DEPT OF PUBLIC HEALTH & ENVIRONMENT	1,094	\$59,185	46.2	9.9
DEPT OF PUBLIC SAFETY	1,251	\$53,174	40.6	10.0
DEPT OF REGULATORY AGENCIES	494	\$58,106	48.2	10.4
DEPT OF REVENUE	1,370	\$47,851	46.6	11.2
DEPT OF STATE	106	\$46,413	43.8	6.0
DEPT OF TRANSPORTATION	3,094	\$48,368	46.0	11.2
DEPT OF TREASURY	23	\$55,565	44.5	8.4
GOVERNOR'S OFFICE	4	\$65,676	47.6	13.6
STATE AUDITOR'S OFFICE	52	\$60,173	36.9	5.8
ALL DEPARTMENTS	21,823	\$48,777	45.2	9.7

Institution	Number of Employees	Annual Salary	Average Age	Years of Service
COLORADO COMMISSION ON HIGHER EDUCATION	4	\$38,898	51.7	17.9
COLORADO HISTORICAL SOCIETY	40	\$36,419	45.4	10.1
COLORADO STUDENT LOAN PROGRAM	83	\$39,628	47.6	10.0
ADAMS STATE COLLEGE	104	\$32,053	44.0	9.5
ARAPAHOE COMMUNITY COLLEGE	107	\$34,394	46.2	7.1
AURARIA HIGHER EDUCATION CENTER	268	\$35,570	46.3	9.5
COLORADO COMMUNITY COLLEGE SYSTEM	120	\$45,057	45.6	9.9
COLORADO NORTHWESTERN COMMUNITY COLLEGE	38	\$31,430	42.5	8.8
COLORADO SCHOOL OF MINES	257	\$41,797	48.1	9.3
COLORADO STATE UNIVERSITY	2,274	\$37,267	47.2	10.5
COLORADO STATE UNIVERSITY - PUEBLO	126	\$37,265	47.8	13.6
COMMUNITY COLLEGE OF AURORA	51	\$35,607	46.8	8.8
COMMUNITY COLLEGE OF DENVER	44	\$40,098	44.3	10.4
FORT LEWIS COLLEGE	170	\$36,698	47.0	8.7
FRONT RANGE COMMUNITY COLLEGE	224	\$33,133	46.2	6.8
LAMAR COMMUNITY COLLEGE	20	\$30,008	50.2	10.1
MESA STATE COLLEGE	110	\$31,562	47.4	7.1
METROPOLITAN STATE COLLEGE OF DENVER	228	\$43,971	46.0	11.2
MORGAN COMMUNITY COLLEGE	22	\$30,079	45.5	6.7
NORTHEASTERN JUNIOR COLLEGE	49	\$29,888	51.2	11.8
OTERO JUNIOR COLLEGE	31	\$29,337	45.2	12.5
PIKES PEAK COMMUNITY COLLEGE	222	\$36,474	43.7	7.8
PUEBLO COMMUNITY COLLEGE	104	\$32,080	46.9	9.1
RED ROCKS COMMUNITY COLLEGE	98	\$34,658	45.6	7.7
TRINIDAD STATE JUNIOR COLLEGE	45	\$33,035	49.5	16.0
UNIVERSITY OF COLORADO - ALL CAMPUSES	4,273	\$37,993	46.0	10.1
UNIVERSITY OF NORTHERN COLORADO	540	\$36,364	47.5	10.9
WESTERN STATE COLLEGE	73	\$37,774	46.2	11.9
ALL INSTITUTIONS	9,725	\$37,394	46.5	10.0

## OCCUPATIONAL GROUP HIGHLIGHTS

Statewide				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	5,166	\$32,824	46.8	9.4
Enforcement and Protective Services	5,663	\$47,353	41.9	8.1
Financial Services	1,824	\$48,992	46.0	10.5
Health Care Services	3,355	\$41,329	45.2	7.9
Labor, Trades, and Crafts	5,432	\$33,884	46.6	9.2
Medical	42	\$116,959	50.7	7.5
Physical Sciences and Engineering	1,925	\$65,001	46.0	12.3
Professional Services	7,908	\$55,418	46.6	11.9
Teacher	233	\$43,047	46.6	7.4

By Department				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,355	\$34,184	45.7	8.9
Enforcement and Protective Services	5,494	\$47,216	41.9	8.1
Financial Services	1,130	\$54,979	46.0	11.0
Health Care Services	2,830	\$42,397	45.4	7.9
Labor, Trades, and Crafts	2,728	\$38,082	46.4	9.4
Medical	42	\$116,959	50.7	7.5
Physical Sciences and Engineering	1,609	\$66,931	45.8	12.6
Professional Services	5,472	\$57,991	46.9	11.7
Teacher	163	\$52,890	49.7	8.9

By Institution				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,811	\$31,686	47.6	9.8
Enforcement and Protective Services	169	\$51,804	40.6	9.8
Financial Services	694	\$39,243	46.0	9.7
Health Care Services	525	\$35,570	44.2	8.1
Labor, Trades, and Crafts	2,704	\$29,648	46.7	8.9
Medical	0	NA	NA	NA
Physical Sciences and Engineering	316	\$55,171	47.2	10.7
Professional Services	2,436	\$49,639	46.0	12.2
Teacher	70	\$20,128	39.4	4.0

*Note: Total number of employees in the Statewide and By Institution tables are higher than in previous reports because CSU data is now included. Averages may also be affected.*

Statewide				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	15,485	\$42,214	46.0	9.7
Male	16,063	\$48,212	45.2	9.9

By Department				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	9,586	\$46,199	45.2	9.2
Male	12,237	\$50,796	45.1	10.1

By Institution				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	5,899	\$35,738	47.2	10.5
Male	3,826	\$39,948	45.4	9.3

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## ETHNICITY HIGHLIGHTS

Statewide				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	365	\$42,565	44.9	8.9
Asian	692	\$42,740	44.7	9.8
Black	1,566	\$41,233	44.8	8.8
Hispanic or Latino	5,283	\$39,615	43.7	9.8
Native Hawaiian or Pacific Islander	313	\$32,527	41.4	2.9
White, Non-Hispanic	23,329	\$47,107	46.1	10.0

By Department				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	251	\$45,896	44.7	9.3
Asian	349	\$51,828	44.0	9.7
Black	1,177	\$43,659	44.5	8.4
Hispanic or Latino	3,710	\$42,676	43.5	9.7
Native Hawaiian or Pacific Islander	7	\$51,939	42.7	5.4
White, Non-Hispanic	16,329	\$50,510	45.6	9.8

Institution				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	114	\$35,232	45.4	8.1
Asian	343	\$33,493	45.5	9.9
Black	389	\$33,892	45.7	10.0
Hispanic or Latino	1,573	\$32,397	44.4	9.9
Native Hawaiian or Pacific Islander	306	\$32,083	41.4	2.9
White, Non-Hispanic	7,000	\$39,171	47.3	10.4

*Note: Total number of employees in the Statewide and By Institution tables are higher than in previous reports because CSU data is now included. Averages may also be affected.*